

2005 National Tribal Employment Rights Office Convention— *"Partners in Progress for the 21st Century"*

Jack C. Jackson, Jr.
Executive Director
Arizona Commission of Indian Affairs



Arizona Commission of Indian Affairs



*Working for greater understanding and
improved relationships between Indians and
non-Indians in the State of Arizona*



Overview of Tribal Employment

- In the United States, approximately 60 percent of American Indians and Alaska Natives live on or near tribal lands.
 - Nationally, Indian Nations and Tribes suffer from an average unemployment rate of 45 percent.
- In Arizona, the total Civilian Labor Force in June 2005 was 2,837,352*.
 - Of that total, 2,706,000 were employed, leaving 131,341 unemployed—equal to a 4.6 percent unemployment rate.
- In Arizona in 2000, the American Indian and Alaska Native Civilian Labor Force was approximately 78,849**.
 - Of that total, 64,021 were employed, leaving approximately 14,828 unemployed—equal to an 18.8 percent unemployment rate, the highest rate for all ethnic groups.

*U.S. Department of Labor, Bureau of Labor Statistics

** 2000 Census



- In Arizona, as well as throughout the Country, there exists a fundamental need to increase Indian participation in jobs and other economic opportunities on or near their lands.



Question:

- So what is the State of Arizona doing to ensure that Indian people are provided opportunities to participate in state jobs and other areas of economic opportunities?



Arizona State Resources

- The Governor's Office of Equal Opportunity (GOEO)
- The Arizona Department of Commerce
 - Rural Development Office
 - Greater Arizona Development Authority (GADA)
 - Indian Community Profiles
 - Workforce Development
 - Small Business Services
 - Municipal Energy Management Program
 - Arizona Film Office
- Water Infrastructure Financing Authority (WIFA)
- Arizona Commission of Indian Affairs (ACIA)
- Office of the Governor



Governor's Office of Equal Opportunity (GOEO)

- GOEO helps ensure equal employment opportunities for over 34,000 state employees by administering and facilitating compliance with state and federal laws prohibiting discrimination based on race, color, sex, religion, national origin, age and disability.



Governor's Office of Equal Opportunity (cont.)

Equal Employment Opportunity Specialist Outreach Initiative

■ GOALS:

- Promote the use of state and community resources to identify, recruit, train and prepare individuals for employment with state agencies to ensure workforce parity.
- Conduct outreach to organizations to establish effective communications links between the state and Arizona communities.
- Conduct research to improve, expand or integrate state agencies' equal opportunity programs.

- Currently, one of two EEO specialist positions is vacant.



Equal Employment Opportunity Specialist Outreach Initiative (cont.)

- PROMOTE DIVERSITY BY IDENTIFYING INDIVIDUALS IN STATE EMPLOYMENT
 - GOEO researches and monitors ethnic distribution within Arizona's 112 state agencies.
 - In 2003, fifty-five agencies lacked any American Indian representation.



Top 10 State Agencies with American Indian Employees

| <i>Agency</i> | <i># of Employees</i> | <i>American Indian</i> |
|---|-----------------------|------------------------|
| ■ Corrections (1.7 percent) | 9,674 | 164 |
| ■ Economic Security (4.5 percent) | 9,552 | 430 |
| ■ Transportation (4.3 percent) | 4,575 | 197 |
| ■ Coliseum & Exposition (10.3 percent) | 2,048 | 210 |
| ■ Department of Public Safety (0.9 percent) | 1,952 | 17 |
| ■ Health Services (2.0 percent) | 1,892 | 38 |
| ■ Military Affairs (3.2 percent) | 1,577 | 50 |
| ■ AHCCCS (3.3 percent) | 1,229 | 40 |
| ■ School of Deaf and Blindness (1.8 percent) | 1,118 | 20 |
| ■ Juvenile Corrections (1.1 percent) | 1,080 | 12 |
| ■ Indian Affairs Commission (77.8 percent) | 9 | 7 |



Equal Employment Opportunity Specialist Outreach Initiative (cont.)

- PROMOTES DIVERSITY BY RECRUITING CANDIDATES FOR STATE EMPLOYMENT
 - Outreach to American Indian Communities: acts as the GOEO's liaison to Native American communities; provides Native American communities with education on state employment opportunities, state board and commission openings, and small business state contracting opportunities.
 - Other forms of outreach: e-mail current job postings to communities; computer provided for public use at GOEO's office for potential applicants.



Arizona Department of Commerce

Rural Development Office

- Promotes local self-sufficiency
- Encourages communities to take full advantage of all available resources
- Provides customized support services to assist local leaders and organizations in sustainable economic development



Arizona Department of Commerce (cont.)

- The Rural Development Office provides on-going training and resources for community organizations through two programs:
 - **Main Street Program**
 - Assists Arizona communities, including tribes in revitalizing their Downtown Business Districts
 - **Rural Economic Development Initiative (R.E.D.I.) Program**
 - Assists Arizona communities in strengthening economic development practices and techniques

Annie Alvarado, Director, Rural Development
Office (602) 771-1232



Arizona Department of Commerce (cont.)

Greater Arizona Development Authority (GADA)

GADA assists local and tribal governments and special districts with the development of public infrastructure projects that enhance community and economic development.

- GADA's \$20 million bond authority leverages funding for infrastructure projects, helping to accelerate project development and lower costs of financing.
- Both technical and financial assistance are available through the Authority.
- Currently, there is one open appointed position on the GADA board for an American Indian representative.

Roberto Rios, Executive Director, GADA (520) 770-3363



Arizona Department of Commerce (cont.)

■ Indian Community Profiles

- Give prospective businesses a “snapshot” of economic development opportunities in tribal communities
- Find Indian Community Profiles at:
<http://www.azcommerce.com/communities/indian%20profile.asp>



Indian Community Profiles

- Ak-Chin
- Camp Verde Yavapai-Apache Indian Reservation
- Chinle, Navajo Nation
- Cocopah Indian Reservation
- Colorado River Indian Reservation
- Fort Apache Indian Reservation
- Fort McDowell Yavapai Nation
- Fort Mojave Reservation
- Gila River Indian Community
- Havasupai Indian Reservation
- Hopi Indian Reservation
- Window Rock/Fort Defiance, Navajo Nation
- Yavapai-Prescott Indian Reservation
- Hualapai Reservation
- Kaibab Paiute Indian Reservation
- Kayenta, Navajo Nation
- Leupp, Navajo Nation
- Many Farms, Navajo Nation
- New Lands
- Pascua Yaqui Indian Reservation
- Salt River Pima-Maricopa Indian Community
- San Carlos Apache Reservation
- Sells/Tohono O'odham Reservation
- Tonto Apache Reservation
- Tuba City, Navajo Nation



Other Commerce Programs

– Workforce Development

- Arizona Job Training Grant Program
- Registered Apprenticeship Program
- Provide information on:
 - Information Technology Training Tax Credits
 - Workforce Tax Credits
 - Work Opportunity and Welfare to Work Tax Credits
- Commerce Workforce Development Group (602) 771-1219
- Visit www.arizonaworkforceconnection.com to list specific jobs or find employment



Other Commerce Programs (cont.)

– **Small Business Services**

- Arizona Business Connection—online session on getting started
- Minority and Woman-Owned Small Business Certification
- Available 24/7 at www.azcommerce.com or call (602) 771-1196

– **Municipal Energy Management Program**

- Funds energy-saving projects for tribes with populations under 70,000
- Low-income weatherization assistance

Ken Clark, Executive Director, Commerce Energy Office (602) 771-1119

– **Arizona Film Office**

- Working to expand the film production industry in the State of Arizona, including tribal communities

Harry Tate, Director (602) 771-1116



Water Infrastructure Financing Authority (WIFA)

- WIFA finances the construction, rehabilitation and/or improvement of drinking water, wastewater, wastewater reclamation, and other water quality facilities/projects.
- Generally, WIFA offers borrowers below market interest on loans for one hundred percent of eligible project costs.
- In 2003, WIFA awarded the White Mountain Apache Tribe with \$5 million in infrastructure loans to help finance 300 new housing units, and for drinking and wastewater improvements.

Jay Spector, Executive Director (602) 364-1310



Arizona Commission of Indian Affairs (ACIA)

- ACIA tribal economic development outreach
 - ACIA's Web page contains information on Arizona tribes
 - Business Development
 - Tribal Industrial Parks
 - Economic & Fiscal Impacts
 - Native American Market Profile
 - State Economic Development Resources
 - Tourism Enterprises and Attractions
 - www.indianaffairs.state.az.us



Arizona Commission of Indian Affairs (ACIA)

- ACIA tribal economic development outreach (cont.)
 - E-mail distribution and Web page with jobs and business opportunities
 - Share information and resources on economic development with local, state, federal, tribal and private entities (such as Arizona Association for Economic Development and the American Indian Chamber of Commerce)
 - ACIA Quarterly Newsletter-news on tribal projects, jobs
 - Network with people



Office of the Governor

- Full-time policy advisor on tribal relations
 - Marnie Hodahkwen, (602) 542-1442 or mhodahkwen@az.gov
- Governor's Tribal Liaison Group
 - 30 tribal liaisons from state agencies meet periodically to coordinate efforts on a number of issues, including economic and workforce development
 - Rafael Tapia, Tribal Liaison, Arizona Dept. of Commerce (602) 771-1121



Arizona Commission of Indian Affairs

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